

STEPPING IN: Creating a Culture *of* Respect and Inclusion

TRAIN THE TRAINER WORKSHOP



November 17-19, 2019
CHARLOTTESVILLE OMNI HOTEL

PROVIDED BY THE OFFICE OF CONTINUING MEDICAL EDUCATION AND SONCE

PROGRAM OVERVIEW

This two and one-half day workshop is designed as the launch event for institutions committed to positively impacting the delivery of healthcare by creating a culture of respect and inclusion. The workshop provides a broad-based approach to analyzing and building organizational approaches to foster a positive and inclusive environment for healthcare providers, students and patients.

The workshop involves interactive and engaging sessions that include video scenarios, a reader's theatre, and opportunities for participants to engage in the role of facilitator for portions of the Stepping In training.

WHO SHOULD ATTEND

- Chief Medical and Nursing Officers
- GME/CME Directors
- Faculty and Academic Affairs Deans
- Diversity and Inclusion Officers
- Education and Training Leaders

DESIRED OUTCOMES

Engagement in this Train the Trainer Workshop will provide participants with an opportunity to:

- Network and partner with other leading institutions in a national collaborative to create an environment of respect and inclusion
- Engage in intensive, interactive workshops using filmed scenarios and role-playing exercises
- Participate in a Reader's Theatre with script-based readings that describe actual experiences revolving around disrespect in an academic setting
- Be familiarized with an online awareness brief which can be used organization-wide to raise the visibility of bias and set expectations to speak up/step in
- In collaboration with other institutions, review and draft revisions to your own institutional policies to support an environment of respect and inclusion
- Discuss strategies to address practical limitations of policies in managing behavior and change
- Analyze relevant reporting and support resources that can support efforts for inclusion
- Explore how messaging can foster an environment of respect and inclusion, set expectations for patients, staff and trainees.

LOCATION

The Charlottesville Omni Hotel is located on the Historic Downtown Mall in Charlottesville, Virginia. The hotel address at 212 Ridge McIntire Road. Reservations for the Stepping In Workshop can be made by calling the Omni at (855) 214-4563 or via the web at <https://www.omnihotels.com/hotels/charlottesville/meetings/culture-of-respect-and-inclusion>

Please identify yourself as a participant in the **Stepping In: Creating a Culture of Respect and Inclusion Workshop**. A block of rooms has been reserved for workshop participants until October 17, 2019.

Lodging rates are \$149.00/room/night
(Current taxes, fees and assessments are an additional 13.3%).

REGISTRATION

Registration includes Sunday evening dinner, optional tour, breakfast, lunch and breaks. All conference materials will be available online via the Stepping In Web portal.

Registration fees for the **Stepping In Workshop** are as follows:

Registration	\$675.00/person
Onsite Registration	\$775.00/person

Please go to www.cmevillage.com and click on the Learning Portal to register for the **Stepping In Workshop**. Online Registration and payment is available until midnight on November 10, 2019.

2019 AGENDA...

SUNDAY, November 17

OPTIONAL TOUR

Tour the Academical Village at the University of Virginia—
New Insights and Perspectives

Louis P. Nelson, PhD

*Vice Provost for Academic
Outreach
Professor of Architecture*

Nelson is a Professor of Architectural History and a specialist in the built environments of the early modern Atlantic world, with published work on the American South, the Caribbean, and West Africa. His current research engages the spaces of enslavement in West Africa and in the Americas, where he is working to document and interpret the buildings and landscapes that shaped the trans-Atlantic slave trade. He has a second collaborative project working to understand the University of Virginia as a landscape of slavery. His tour of the University of Virginia Academical Village provides new insights and perspectives regarding the life at the University.

REGISTRATION

12:00-8:30 PM

Charlottesville Omni Hotel

OPENING SESSION

Sunday evening, 6:00-8:30 PM

Dinner and Reading Theatre—
Charlottesville Omni Hotel

This opening session will start with a buffet dinner and an interactive dramatic event designed to engage participants in encounters and situations that affect our work as healthcare providers and professionals.

MONDAY, November 18

CHARLOTTESVILLE OMNI HOTEL

7:00-8:00 AM	Registration and Breakfast
8:00-8:10 AM	Welcome and Overview of the Workshop
8:10-9:00 AM	Current State of Healthcare and the Need for Respect and Inclusion
9:00-9:40 AM	Messaging—Are We Saying What We Really Want and Expect?
9:40-10:20 AM	Small Group Work on Messaging
10:20-10:40 AM	Break
10:40-11:20 AM	Policy – Its impact on Culture, Respect and Inclusivity
11:20-12:15 PM	Small Group Work on Policy
12:15-1:15 PM	Lunch/Networking
1:15-3:00 PM	Train the Trainer Core Workshop
3:00-3:15 PM	Break
3:15-4:30 PM	Train the Trainer Core Workshop
4:30-5:15 PM	Panel Discussion—Challenges in Changing Culture Susan Kools PhD RN, Jim Plews-Ogan MD MS, Irene Mattieu MD
5:15-6:15 PM	Networking Reception/Gathering

TUESDAY, November 19

CHARLOTTESVILLE OMNI HOTEL

7:00-8:00 AM	Breakfast
8:00-9:00 AM	Marcus Martin MD—Perspectives from across Virginia- Why It Matters
9:00-10:45 AM	Train the Trainer—Practice Sessions – Small groups/peer review
10:45-12:15 PM	Interactive Discussions—filmed scenarios, reactions, and approaches to address challenges (second set of videos)
12:15-1:15 PM	Lunch—5 minute online training video shown during lunch
1:00 -3:00 PM	How to Build a Plan for creating positive change
3:00-3:15 PM	Break
3:15-5:00 PM	Building a Business Case for Diversity, Respect and Inclusion – How Generating diversity leads to increased performance- Martin Davidson PhD. Senior Associate Dean and Global Chief Diversity Officer, Johnson & Higgins Professor of Business Administration

SPEAKERS

Margaret (Peg) Plews-Ogan MD*
Brodie Professor of Medicine

Gregory Townsend MD*
Associate Dean for Diversity and Medical Education
School of Medicine

Marcus Martin MD*
Former Vice President and Chief Office for Diversity and Equity

Denise Stewart MFA
Executive Producer at
Swamphatched Butterfly Productions
Lecturer Drama Department

Martin Davidson PhD
Johnson and Higgins Professor of Business Administration
Senior Associate Dean and Global Chief Diversity Officer
Darden School of Business

Susan Kools PHD RN FAAN*
Madge M. Jones Professor in Nursing
Associate Dean for Diversity and Inclusion
School of Nursing

James Plews-Ogan MD
Associate Professor of Pediatrics

Irene Mattieu MD
Assistant Professor of Pediatrics

Louis Nelson PHD (optional tour)
Vice Provost for Academic Outreach
Professor Architectural History

CONTACT INFORMATION

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COURSE DIRECTOR

Margaret (Peg) Plews-Ogan MD*
Brodie Professor of Medicine

Gregory Townsend MD*
Associate Dean for Diversity and Medical Education
School of Medicine

UNIVERSITY OF VIRGINIA PLANNING COMMITTEE

Leah Beard
Assistant Director, Diversity Programs
School of Medicine

Bush Bell, MBA, CPXP
Patient Experience Officer

Diane Farineau, MS
Director, Graduate Medical Education

Thea Grover-Patrick
Director, Strategic Initiatives

**Denotes also on the planning committee*

Susan Kools PHD RN FAAN
Madge M. Jones Professor in Nursing
Associate Dean for Diversity and Inclusion
School of Nursing

Marcus Martin MD
Former Vice President and Chief Office for Diversity and Equity

Susan M. Pollart MD
Walter M. Seward Professor
Senior Associate Dean for Faculty Affairs and Faculty Development

Ed Strickler Jr., MA, MA, MPH, CHES
Institutes Programs Coordinator
Institute of Law, Psychiatry and Public Policy

Jann Balmer PhD RN FAAN
Director, Continuing Medical Education
Co-Lead Nurse Planner, School of Nursing

ACCREDITATION AND DESIGNATION STATEMENT

The University of Virginia School of Medicine is accredited by the ACCME to provide continuing medical education for physicians.

The University of Virginia School of Medicine designates this live activity for a maximum of **17.25 AMA PRA Category 1 Credits™**. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Successful completion of this CME activity enables the participant to earn up to 17.25 MOC points in the American Board of Medical Specialties Maintenance of Certification (MOC) program. Participants will earn MOC points equivalent to the amount of CME credits claimed for the activity. It is the CME activity provider's responsibility to submit participant completion information to ACCME for the purpose of granting ABIM MOC credit.

The University of Virginia School of Nursing Continuing Education (SONCE) is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

The University of Virginia SONCE awards **17.25 contact hours** for nurses who participate in this educational activity and complete the post activity evaluation

The University of Virginia School of Medicine and SONCE, as accredited providers, awards **17.25 hours of participation** (consistent with the designated number of *AMA PRA Category 1 Credit(s)™*) to a participant who successfully completes this educational activity. The University of Virginia School of Medicine and SONCE maintain a record of participation for six (6) years.